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(Special Counsel)

December 7, 2020

VIA FAX ONLY

Louisiana Board of Ethics  
P.O. Box 4368  
Baton Rouge, LA 70821RE: Disqualification plan for Peter J. Jabbia  
Our File No.: STT-1382-A&C

Dear Sir/Madam:

Please be advised that this office serves as Special Counsel to the St. Tammany Parish School Board. In that capacity, we have been asked to communicate with you relative to the above-captioned matter.

Peter J. Jabbia has been an employee of the St. Tammany Parish School Board for more than fifty (50) years. In recent years, he has served in the position of Associate Superintendent and has answered directly to the Superintendent.

The St. Tammany Parish School Board has selected Mr. Frank Jabbia, son of Peter J. Jabbia, to serve as its next Superintendent of Schools, effective November 6, 2020. This would create a situation whereby Superintendent Jabbia would be responsible for supervision of his father.

To avoid a potential violation of La. R.S. 42:1112, a Disqualification Plan has been prepared disqualifying Superintendent Frank Jabbia from all supervisory duties and/or authority regarding the appointment of his father, Peter J. Jabbia, and assigning those duties and authority to Assistant Superintendent Michael J. Cossé. A copy of that Disqualification Plan is attached.

On behalf of our client, we would ask that your office approve such plan so that Peter J. Jabbia can continue to serve in his position as Associate Superintendent. If you have any questions about this matter, please do not hesitate to contact this office.

Louisiana Board of Ethics  
December 7, 2020  
Page 2

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With kindest regards, we remain

Respectfully,



ROBERT L. HAMMONDS

RLH/tlw  
Encl.

cc: Michael C. Nation, School Board President (via e-mail only)  
Frank Jabbia, Superintendent (via e-mail only)  
Peter J. Jabbia, Associate Superintendent (via e-mail only)



Peter J. Jabbia  
Interim Superintendent

Michael J. Cossé  
Assistant Superintendent

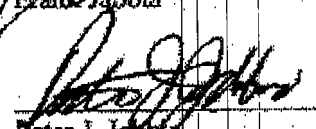
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### DISQUALIFICATION PLAN

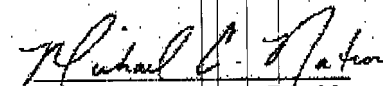
Peter J. Jabbia has been employed by the St. Tammany Parish Public School System for many years and currently serves in the position of Associate Superintendent. His son, Frank Jabbia, was recently selected by the St. Tammany Parish School Board to be its Superintendent of Schools, effective November 6, 2020. This would create a situation whereby Superintendent Jabbia would be responsible for supervision of his father.

To avoid a potential violation of La. R.S. 42:1112, Superintendent Frank Jabbia will be disqualified from all supervisory duties and/or authority regarding the employment of his father, Peter J. Jabbia. In his place, Assistant Superintendent Michael J. Cossé will have all supervisory duties and/or authority as to matters affecting the employment of Peter J. Jabbia, including observations, evaluations, salary, assignment and recommendations to the School Board.

  
Frank Jabbia

  
Peter J. Jabbia

  
Michael J. Cossé

  
Michael C. Nation, President  
St. Tammany Parish School Board

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**FACSIMILE COVER SHEET**

Please deliver this fax to:

Louisiana Board of Ethics

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3. If you do not receive the number of pages indicated above, please call Tywan at (225) 923-3462.
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